

SIDE LETTER OF AGREEMENT

BETWEEN

THE CITY OF SAN BRUNO

AND

**PUBLIC SAFETY MID MANAGEMENT ASSOCIATION
REPRESENTED BY THE TEAMSTERS LOCAL 856**

Term:

Extend current Memorandum of Understanding from July 1, 2009 through June 30, 2010.

Salary:

1.15% General Salary Reduction equaling 24 hours of furlough for the term of this agreement. According to CalPERS, a furlough does not impact pay rates for final compensation.

The total value of a 1.15% base annual salary reduction will be taken out of employees' pay beginning the pay period following final approval of this agreement and continuing through the June 21 - July 4, 2010 pay period. Effective upon final approval of this agreement, each employee will receive 24 hours in a furlough leave bank.

For those Sergeants on the 12½ hour shift schedule, the 24 hours will be used during a payback day. For those Sergeants on a 4-10 shift schedule, the 24 hours will be used during an overlap day. For the remaining Sergeants who are not on a patrol schedule, the 24 hours will be used when staffing levels allow without creating overtime.

All leave must be taken by June 30, 2010. The 24 hours cannot be cashed out and will not be compensated upon separation from the City.

Management Leave:

There will be no buy-out of management leave earned in 2009-2010 for the positions of Police Commander and Division Chief.

Health and Welfare:

Effective the first day of the month immediately following ratification of this agreement, the \$130.06 in excess medical contributions currently added to employees' salary will be applied to the current employee share of medical premium costs. The employee contribution to medical premiums shall change to no cost per month for an employee only and to \$29.13 per month for an employee + 1 and an employee + family. Effective October 1, 2009, the City will pay 90% of the medical premium increase for an employee only and 85% of the premium increase for an employee +1 and employee + family.

For the medical plan year beginning October 1, 2009, the City will only contribute up to a maximum increase of \$60 per month for any employee. The Public Safety Mid Management Unit acknowledges that any increased City cost for their medical premiums will increase the City's General Fund deficit and that this deficit increase has been addressed in the City's comprehensive deficit reduction strategy.

Fitness Program:

Should the City agree to an on duty Fitness Program for the Police Bargaining Unit during the term of this agreement, the City will agree to the same program for this bargaining unit.

Health Insurance After Retirement from City:

Replace existing Section 20.2, 5 (d) with:

(d) Upon the retiree earning in excess of \$50,000 in calendar year 2009, as verified on employees federal income tax form "wages, salary and tips" (excluding spouse's income, if any) subject to request for verification by City. The identified amount shall be adjusted annually by the CPI for SF/SJ "W" index using the December month index annually.

All other terms and conditions in the Memorandum of Understanding will remain the same.

PUBLIC SAFETY MID MANAGEMENT
TEAMSTERS LOCAL 856

By: _____

Joseph Lanthier

Teamsters Local 856

Date: _____

8/11/09

CITY OF SAN BRUNO:

By: _____

Connie Jackson

Connie Jackson, City Manager

Date: _____

July 29, 2009